

THE GEORGE WASHINGTON UNIVERSITY  
Washington, D. C.

MINUTES OF A REGULAR MEETING OF THE  
FACULTY SENATE HELD ON SEPTEMBER 13,  
1974, IN THE FACULTY CONFERENCE ROOM  
SIXTH FLOOR, LISNER HALL

- 1 The meeting was called to order at 2:10 p.m. by President Elliott, who presided.

Present: President Elliott, Provost Bright, Registrar Houser, Atkins, Birnbaum for Feffer, Boswell, Cottrell, Eisenberg, Elliott, Fox, Grub, Harris, Hill, Hobbs, N. Kramer, Meltzer, Metivier for Linton, Morgan, Mosel, Naeser, Nash, Schmidt, Schwoerer, Smith, Stevens, Tillman, Tsangaris, Vaill, and Wood; Parliamentarian Schwartz.

Absent: Albert, Black, Brenner, Cassidy, Kramer, Liebowitz, Sapin, and Solomon.

Before proceeding with business on the agenda, the President, in response to a request by a representative of the Hatchet to tape the Senate meeting, asked the Senate for its approval to grant such request. After discussion by the Senate, it was moved, seconded and unanimously approved that permission to tape this Senate meeting be granted to the representative of the Hatchet.

The President welcomed the following new members of the Senate: Professors Atkins, Elliott, Kramer, and Mosel.

- 2 The minutes of the regular meeting of May 3, 1974, were approved as distributed.
- 3 Under Old Business, Professor Naeser reported that the Professional Ethics and Academic Freedom Committee had no recommendations to submit at the present meeting regarding Resolution 73/7 pertaining to the Code revision, but that a style committee had been appointed during the summer and was working on the revision to the Code with regard to style rather than content.
- 4 (a) Professor Morgan, on behalf of the Appointment, Salary and Promotion Policies (including Fringe Benefits) Committee, moved adoption of Resolution 74/5, "A Resolution Concerning Health Care Benefits," and Professor Hill seconded. Professor Wood queried Professor Morgan about the effect this resolution would have regarding compensation for those faculty members (1) who were covered under a health care plan outside the University or (2) who did not choose to participate in a health care plan. Professor Morgan explained that the faculty would have the option of joining the GWU-sponsored basic health care plan with a contribution by the University of \$103.80 representing the Blue Cross employee charge, or the option of having a contribution by the University of \$103.80 applied to an annual physical privately provided. Discussion followed by Professors Boswell, Morgan, Fox, Meltzer, Kramer, and Nash. Professor Stevens noted that amendment of the Code would be necessary if the resolution were adopted by the Senate and he stressed the importance of retaining the principle of University contribution to health care under Section XI of the Code as it now stands. Professor Schwoerer supported the resolution noting that the Senate Committee on Appointment, Salary and Promotion Policy (including Fringe Benefits) had worked on this goal for at least six years, arguing always on the basis that it would benefit not just the faculty, but the entire University community, since there was the distinct probability

that University contribution would result in a substantially better health insurance plan, and she also noted the responsiveness of the Administration to this matter. President Elliott stated that the University could make this plan available as early as January 1, 1975, instead of the previously anticipated date of July 1, 1975. Mr. Johnson informed the Senate that the University would provide the annual faculty physical, without cost, for the year 1974-75 should the new plan become effective January 1, 1975. After further discussion by Professors Cottrell, Smith, Morgan, Nash, and Mr. Johnson, the question was called, the motion put and carried unanimously.

- 4 (b) Professor Harris, on behalf of the Committee on the Judicial System, moved adoption of Resolution 74/6, "A Resolution Concerning Amendment to The George Washington University Judicial System for Non-Academic Student Discipline," and Professor Stevens seconded. Professor Harris stated that the resolution was simply a proforma one incorporating a "standby provision" in the document relating to The George Washington University Judicial System in the event such provision was required. The question was called, the motion put and carried unanimously.
- 5 Professor Hill, Co-Chairperson of the Joint Committee of Faculty and Students, reported on the guidelines concerning sex discrimination in organizations and confidentiality of student records. Noting that President Elliott, in his memorandum dated August 12, 1974, to the University Community, had announced his acceptance as University policy of the guidelines proposed by the Joint Committee relating to sex discrimination in organizations, Professor Hill merely advised the Senate that such guidelines would come under review again by the Joint Committee at such time as the Federal Government issues its own guidelines under Title IX to determine if any variances exist. Referring to the proposed recommendations on confidentiality of student records, Professor Hill stated that he recognized some weak points in the recommendations which seemed to be unduly restrictive. A discussion followed by Professors Morgan, Hill, and Fox. Provost Bright stated that the 1970 Statement on University Policy on the Release of Student Information had been changed in one respect by striking the second sentence of Paragraph (3) so that it now reads: "(3) Additional information will be released only on a written authorization from the student, or by court order or subpoena." Registrar Houser commented that implementation of the proposed guidelines on confidentiality, as presented, would require the hiring of a large number of staff in the Registrar's Office which, in his opinion, would result in a hindrance to the students and faculty, and he suggested that the Joint Committee carefully review the proposed guidelines. Professor Hill said that he would report back to the committee and ask for further consideration of the guidelines, keeping in mind those points raised by Senate members, and in light of recent legislation signed into law in the form of House Bill 69 - Higher Education Amendments.

On behalf of the Executive Committee, Professor Stevens moved the nomination for membership on the various committees as presented on the agenda:

- (a) Nomination for election of Professor Arthur D. Kirsch as Acting Chairman of the Fiscal Planning and Budgeting Committee as replacement for Dean Solomon
- (b) Nomination for election of Professor James N. Mosel as Chairman of the Administrative Matters as They Affect the Faculty Committee as temporary replacement for Professor Prown
- (c) Nomination for election of Professor Norman C. Kramer as Chairman of the Research Committee as replacement for Professor Linden
- (d) Nomination for election of Mr. Michael Postar, student, to the Physical Facilities Committee
- (e) Nomination for appointment by the President of Professor Robert E. Park to the Governing Board as replacement for Professor Hiltbeitel



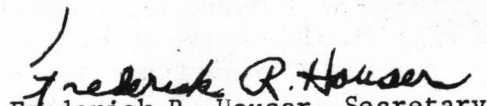
- 6 There were no other nominations from the floor and the entire slate was elected.
- 7 Under Brief Statements, Professor Stevens made the following report on faculty and staff participation in gifts to the University:

Contributions:

250 Alumni Faculty	-	\$ 79,816.22
345 Non-Alumni Faculty	-	52,699.52
7 Alumni Staff	-	1,300.00
58 Non-Alumni Staff	-	2,242.50
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660	TOTAL	\$ 136,058.24

The President expressed his thanks for what he termed "a magnificent gift." Professor Stevens stated that he had been requested by Professor Griffith of the Department of Philosophy to read to the Senate a communication dated September 9, 1974, to Edwin Stevens, Chairman, Executive Committee, Faculty Senate, from William B. Griffith, Department of Philosophy, concerning allocation of operating funds to the library. (See Attachment A.) After reading the memorandum, Professor Stevens said that Professor Schmidt, Chairman of the Library Committee, had agreed to undertake a joint study of this matter with the Fiscal Planning and Budgeting Committee, and that he, therefore, would refer the communication to those two committees for their study and recommendations, if any.

- 8 President Elliott adjourned the meeting at 3:12 p.m. upon motion duly made, seconded, and passed.

  
Frederick R. Houser, Secretary

THE GEORGE WASHINGTON UNIVERSITY  
INTERDEPARTMENTAL MEMORANDUM

September 9, 1974

TO: Edwin Stevens, Chairman  
Executive Committee, Faculty Senate

FROM: William B. Griffith  
Department of Philosophy

Dear Professor Stevens:

I would appreciate it very much if you would bring the following matter to the attention of the Faculty Senate and ask the Executive Committee to assign it to committee. Because of a previously scheduled meeting on graduate fellowships, I will be unable to attend the Senate meeting this month.

By letter dated August 2, 1974, University Librarian Woodward notified all academic departments of "a ceiling of \$1200 on the total of orders that can be placed for each department this coming year." This allocation is in addition to the amount already encumbered for serial subscriptions and standing orders, but existing orders not yet placed will be charged against the allocation.

Some simple facts illustrate the very serious nature of the problem. In the case of my own department, we are informed that we have back orders already on hand at the library in the amount of some \$3600. If this policy remains in force, then, my department will be unable to place an order for a new book or serial for the next three years unless it eliminates previous orders. I need hardly tell my colleagues what this means.

I wish to express my very grave concern, and that of my department (for which I serve as library representative), over the implications of this policy. I ask that the Executive Committee make this a matter of high priority study not only for the Library Committee but also suggest that such related committees as Fiscal Planning and Budgeting might well be invited to join in consideration. This policy decision by the Librarian simply reflects the historically low allocation of operating funds to the library by the University administration, now compounded by new building expenses and inflation. The administration's unwillingness to deal seriously with this problem flies in the face of repeated expressions of concern by the Senate, the last being Res. 71/20, adopted Dec. 8, 1972, and challenges the whole concept of a faculty role in academic governance.

ATTACHMENT A

The University, as we all know, is in a period of financial stringency and budgets are being tightened up all around. Still, the administration manages to find funds for such diverse support activities as a department of transportation with its own fleet of trucks; an in-house architectural team; an undercover police squad; twice-a-day in-house mail service; and a subsidized University club. It continues capital expenditures for such buildings as the new gymnasium, recognizing that this requires the allocation of more monies for maintenance from the operating budget. All of these may be worthy of allocation of funds. But where do they stand in importance relative to the funding of the library for the purchase of books and journals by academic departments in support of educational activities?

Some constructive way of dealing with this problem must be found, and I believe it is appropriate to ask the Faculty Senate to take the lead.

*William B. Smith*



THE GEORGE WASHINGTON UNIVERSITY  
Washington, D. C.

The Faculty Senate

September 4, 1974

The Faculty Senate will meet on Friday, September 13, 1974, at 2:10 p.m., in the Faculty Conference Room on the sixth floor of Lisner Hall (Old Library).

AGENDA

1. Call to order
2. Minutes of the regular meeting of May 3, 1974
3. Old Business:

Reintroduction and further consideration of Resolution 73/7, "A RESOLUTION APPROVING REVISIONS TO THE FACULTY CODE AND ORDINANCES," Professor Charles R. Naeser, Chairman, Professional Ethics and Academic Freedom Committee

4. Resolutions:

- (a) A RESOLUTION CONCERNING HEALTH CARE BENEFITS (74/5) Professor John A. Morgan, Jr., Chairman, Appointment, Salary and Promotion Policies (including Fringe Benefits) Committee [please see attached memo dated August 29, 1974, to Professor Stevens from Professor Morgan with Attachments A & B]
- (b) A RESOLUTION CONCERNING AMENDMENT TO THE GEORGE WASHINGTON UNIVERSITY JUDICIAL SYSTEM FOR NON-ACADEMIC STUDENT DISCIPLINE (74/6), Professor Louis J. Harris, Chairman, Committee on the Judicial System

5. Reports:

Proposed guidelines concerning confidentiality of student records and sex discrimination in organizations submitted by the Joint Committee of Faculty and Students, Professor Peter P. Hill, Chairman

6. General Business:

- (a) Nomination for election of Professor Arthur D. Kirsch as Acting Chairman of the Fiscal Planning and Budgeting Committee as replacement for Dean Solomon
- (b) Nomination for election of Professor James N. Mosel as Chairman of the Administrative Matters as They Affect the Faculty Committee as temporary replacement for Professor Brown
- (c) Nomination for election of Professor Norman C. Kramer as Chairman of the Research Committee as replacement for Professor Linden
- (d) Nomination for election of Mr. Michael Postar, student, to the Physical Facilities Committee
- (e) Nomination for appointment by the President of Professor Robert E. Park to the Governing Board as replacement for Professor Hildebeitel

7. Brief Statements

8. Adjournment

*Frederick R. Houser*  
Frederick R. Houser, Secretary



A RESOLUTION CONCERNING HEALTH CARE BENEFITS (74/5)

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate recommends to the President of the University that the University shall contribute to the faculty member's health care plan a sum equal to the employee's portion of the premium for hospitalization (Blue Cross) insurance, with the understanding that this contribution can be applied, at the faculty member's option, to the costs of the current and any future health care program available as a result of University employment or to the costs of an annual physical examination privately provided.

Committee on Appointment, Salary and Promotion  
Policies (including Fringe Benefits)  
August 30, 1974



Faculty Senate

MEMORANDUM

August 29, 1974

TO: Edwin L. Stevens, Chairman  
Executive Committee of the Faculty Senate

FROM: John A. Morgan, Jr., Chairman  
Committee on Appointment, Salary and Promotion Policies  
(including Fringe Benefits)

By resolution adopted February 8, 1974 (see Attachment A), the Faculty Senate recommended that the University contribute to the costs of the current and any future basic health care program. By memorandum dated April 4, 1974 (see Attachment B), the President of the University indicated a proposed University response which the Committee on Appointment, Salary and Promotion Policies (including Fringe Benefits) was asked to consider.

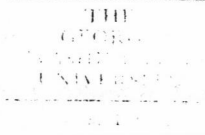
After discussing the matter at length with Mr. William D. Johnson, Director of Planning and Budgeting, and deliberation at two successive meetings, the Committee voted 8-0, two members abstaining, to recommend the following:

1. That the Faculty Senate adopt the following resolution:

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate recommends to the President of the University that the University shall contribute to the faculty member's health care plan a sum equal to the employee's portion of the premium for hospitalization (Blue Cross) insurance, with the understanding that this contribution can be applied, at the faculty member's option, to the costs of the current and any future health care program available as a result of University employment or to the costs of an annual physical examination privately provided.

2. That the language of Section XI of the Faculty Code (Page 17) be rendered consistent with the policy called for by the resolution above and with the style generally utilized throughout the Code. (See, for



example, Section VIII on Page 15 which indicates a right to a benefit without specifying the details thereof.) It is the Committee's view that this second recommendation might be handled in either of two ways: (1) by referral to the Committee on Professional Ethics and Academic Freedom for consideration along with other matters relating to Code Revision, or (2) by a second resolution directed specifically at the Code issue.



Members:

Ruth A. Bari  
Robert G. Brown  
Agnes D. Cannon  
Wm. B. Griffith  
Andrew Gyorgy  
Arthur D. Kirsch  
Peter Lauter  
Anthony J. Mastro  
Randall K. Packer  
David E. Siedelson  
Presson Shane  
Herbert D. Weintraub  
ex officio:  
Harold F. Bright

Attachments A & B

A RESOLUTION CONCERNING HEALTH CARE BENEFITS (73/9)

WHEREAS, The opinions of the Faculty of The George Washington University on the basic health care benefits program were, pursuant to the request of the Faculty Senate, polled by the Appointment, Salary and Promotion Policies (including Fringe Benefits) Committee; and

WHEREAS, Two-thirds of the respondents expressed the view that The George Washington University should defray at least 50% of the financial costs of the current basic health care program and of any plan which may be substituted for it, as an additional faculty benefit; therefore,

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate recommends to the President of The George Washington University that the University contribute to the costs of the current and any future basic health care program. ~~as an additional faculty benefit.~~

Committee on Appointment, Salary and Promotion  
Policies (including Fringe Benefits)  
November 26, 1973

Deferred for action at February 8, 1974, Faculty Senate Meeting  
December 14, 1973

Adopted, as amended, February 8, 1974



THE  
GEORGE  
WASHINGTON  
UNIVERSITY

Washington, D.C. 20006 / Office of the President / (202) 676-6500

April 4, 1974

MEMORANDUM TO: Professor Morgan, Chairman  
Senate Committee on Appointments, Salaries,  
and Fringe Benefits

In response to a recent resolution by the Faculty Senate the University is making every effort to enhance the health benefits available to the faculty and other members of the staff. Unfortunately, the Code and Ordinances contain a stumbling block which makes it very difficult for us to move ahead. I am referring to Section XI on page 17, specifically paragraph A which provides for "an annual physical examination without charge to all members of the staff who care to avail themselves of the privilege."

Among other things I am planning to recommend to the Board of Trustees that effective July 1, 1975 the University contribute the employee's portion of the premium for hospitalization (Blue Cross) insurance. At the same time we wish to make available an option to all employees to participate in the HMO plan with an equivalent amount (approximately \$100) applied to that premium. These recommendations obviously will add significant new costs to our budget, and ways must be found to offset at least part of them.

A review of our experience with the faculty's physical examination benefit for the most recent five-year period indicates that annual costs have risen from approximately \$1,100 in 1969-70 to \$25,000 for the current year. It is inevitable that they will rise even further for two reasons. First, medical costs are subject to the same, if not more, inflationary pressures as other costs in the economy, and more significantly, the Student Health Service has reached its capacity to handle this activity. Other arrangements to provide this service will cost much more.

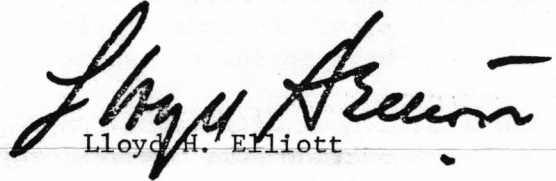
Frankly, I do not see how the University can embark on a new program of health care benefits, and continue free annual physical examinations for members of the faculty. At the same time I do not want to violate unilaterally any provisions of the Code and Ordinances, without giving the Faculty Senate an opportunity for full consideration and recommendation.

Attachment B

Ref. Senate Agenda Item 4(a)



Your Committee has been asked to review this matter and make whatever recommendations to the Senate that seem appropriate. It is my hope that the Senate will be willing to discontinue the program of free physical examinations in order that a program of broader health benefits may be initiated. The Director of Planning & Budgeting or I will meet with the Committee upon request to provide whatever additional information may be required.

  
Lloyd H. Elliott

cc: Mr. Johnson  
Director of Planning  
and Budgeting

A RESOLUTION CONCERNING AMENDMENT TO THE GEORGE WASHINGTON  
UNIVERSITY JUDICIAL SYSTEM FOR NON-ACADEMIC STUDENT DISCIPLINE (74/6)

WHEREAS, Chapter 3, Section 301 of the document relating to The George Washington University Judicial System provides that the Committee on the Judicial System shall prepare and submit to the Executive Committee of the Faculty Senate "such reforms and amendments as are required by the system"; and

WHEREAS, The Committee on the Judicial System has determined that there is no provision made within the system for convening an appropriate hearing body during the summer and intersession periods; and

WHEREAS, The Committee on the Judicial System has recommended that Chapter 5, Section 501, Special Procedures, of The George Washington University Judicial System for Non-Academic Student Discipline, be amended by adding the following provision thereto: "In situations where the Student Court or the Student-Faculty Committee on Appeals cannot be convened, as during summer or intersession periods, either a temporary Special Student Court, or a temporary Special Student-Faculty Appeals Committee, may be appointed by the President"; therefore,

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the recommendation of the Committee on the Judicial System be approved and that the amendment be incorporated in the document relating to the Judicial System.

Committee on the Judicial System and  
Executive Committee of the Faculty Senate  
August 30, 1974